

Indiana Civil Rights Commission  
**AGENCY MONTHLY REPORT**  
FEBRUARY 2014



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Executive Director

# Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Total Number of Inquiries	331	326											657
Number of Complaints Drafted	96	141											237
% of inquiries drafted	29%	43%											36%
Employment	64	106											170
Housing (Real Estate)	18	16											34
Public Accommodation	9	12											21
Credit	0	0											0
Education	5	7											12
Unknown	0	0											0
Number of Complaints Formalized	75	78											153
Employment	55	55											110
Transferred from EEOC*	5	1											6
Housing (Real Estate)	8	13											21
Transferred from HUD**	3	4											7
Public Accommodation	8	6											14
Credit	0	0											0
Education	4	4											8

\*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

\*\*Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

# Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Total Number of Inquiries by Region	331	326											657
Region 1	34	37											71
Region 2	29	29											58
Region 3	20	24											44
Region 4	12	9											21
Region 5	131	141											272
Region 6	28	26											54
Region 7	14	11											25
Region 8	30	28											58
Region 9	21	20											41
Unknown/Out of State	12	2											14

**Region 1:** Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

**Region 2:** St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

**Region 3:** LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

**Region 4:** White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

**Region 5:** Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

**Region 6:** Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

**Region 7:** Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

**Region 8:** Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

**Region 9:** Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

**Unknown:** If the location of the inquiry cannot be identified or is located out of state.

# Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
<b>% of Aged Cases by Area</b>													
Employment	8%	6%											<b>7%</b>
Housing (Real Estate)	0%	0%											<b>0%</b>
Public Accommodation	8%	8%											<b>8%</b>
Credit	0%	0%											<b>0%</b>
Education	6%	6%											<b>6%</b>
<b>Open Cases by Area</b>													
Employment	567	599											
Housing (Real Estate)	48	52											
Public Accommodation	96	97											
Credit	0	0											
Education	38	41											

# Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
<b>Number of Cases Closed</b>	61	43											<b>104</b>
Employment	35	30											<b>65</b>
Housing (Real Estate)	16	9											<b>25</b>
Public Accommodation	6	4											<b>10</b>
Education	4	0											<b>4</b>
Credit	0	0											<b>0</b>
<b>Type of Closure</b>													
NPC	31	23											<b>54</b>
CWS	17	12											<b>29</b>
CW	4	1											<b>5</b>
AD	3	0											<b>3</b>
FO	6	7											<b>13</b>

# Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Probable/Reasonable Cause Findings	1	1											2
Employment	1	1											2
Housing (Real Estate)	0	0											0
Public Accommodation	0	0											0
Education	0	0											0
Credit	0	0											0
Active Cases													
Employment	33	34											
Housing (Real Estate)	12	12											
Public Accommodation	7	7											
Education	4	4											
Credit	0	0											
Average Age of Cases since NOF*	525	526											

\*NOF (Notice of Finding). This includes cases that are now pending in state court.

## Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

**Cohee, S. v. Tri Lakes Tavern** is an employment case based on sex. Complainant alleged that she was sexually harassed.

## Final Orders

This section provides information on cases that receive Final Orders by The Commission.

**Bennett v. Forest River** is an employment case based on sex. Complainant alleged that she was terminated because she was pregnant. The case was withdrawn with a settlement.

**Jenkins v. Wallman's Quality** is an employment case based on sex. Complainant alleged that she was sexually harassed. The case is in federal court.

**Ray v. Madison Correctional** is an employment case based on race. Complainant alleged that she was demoted because of her race and sex. The case is in federal court.

**Steven v. Showgirl One** is an employment case based on sex. Complainant alleged that she was sexually harassed. The parties elected to go to court. The parties elected to go to court.

**Ullmer v. North Central** is an employment case based on disability. Complainant alleged that she was denied a reasonable accommodation and terminated. The case was closed with a settlement.

**Ward v. Hubbard Trucking** is an employment case based on sex. Complainant alleged she was sexually harassed and terminated. The case was closed in favor of the Respondent.

**Wise v. MVCS** is an employment case based on disability. Complainant alleged she was laid off because of her disability. The case is in Federal Court.

## Articles of Interest:

**In-Depth: Brad Meadows Talks Discrimination with Brad Byrd** (February 27, 2014, WTVW Local 7)

<http://www.tristatehomepage.com/story/d/story/in-depth-brad-meadows-talks-discrimination-with-br/25834/vv5744dztEistwmn-UQ1fQ>

**2014 Indiana Black Barbershop Health Outreach Initiative** (February 26, 2014, ICSSBM Newsroom)

<http://www.in.gov/icssbm/2403.htm>

**U.S. Department of Education and Indianapolis Public Schools Reach Agreement to Provide Equal Access to Interscholastic Athletics for Female Students** (February 26, 2014, ED.gov)

<http://www.ed.gov/news/press-releases/us-department-education-and-indianapolis-public-schools-reach-agreement-provide->

**Columbia City bar owner charged with sexual harassment** (February 24, 2014, Indiana News Center)

<http://www.indianasnewscenter.com/news/local/Columbia-City-Bar-Owner-Charged-With-Sexual-Harassment-246932571.html>

**Baptist Health South Florida to settle EEOC Disability Discrimination suit** (February 21, 2014, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/2-21-14.cfm>

**‘This is wrong’: Campus discrimination still a challenge** (February 20, 2014, Indianapolis Recorder)

[http://www.indianapolisrecorder.com/news/article\\_b51b83d0-9a6a-11e3-853d-001a4bcf887a.html](http://www.indianapolisrecorder.com/news/article_b51b83d0-9a6a-11e3-853d-001a4bcf887a.html)

**Extended Stay Hotels pay \$75,800 to settle EEOC Pay Discrimination Lawsuit** (February 19, 2014, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/2-19-14.cfm>

**State of Indiana’s 2014 Fair Housing Conference to be held April 3<sup>rd</sup> and 4<sup>th</sup>** (February 14, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2768.htm>

**Indiana commission investigates 300 civil rights cases** (February 13, 2014, WLFI-18 Lafayette)

<http://wlfi.com/2014/02/13/indiana-commission-investigates-300-civil-rights-cases/>

**State of Indiana’s 2014 Fair Housing Conference to be held April 3<sup>rd</sup> and 4<sup>th</sup>** (February 14, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2768.htm>

**Indiana commission investigates 300 civil rights cases** (February 12, 2014, WISH-TV 8)

<http://wishtv.com/2014/02/12/indiana-commission-investigates-300-civil-rights-cases/>

**Date announced for 16<sup>th</sup> Annual State of Indiana Holocaust Observance** (February 12, 2014, MLKIHC Newsroom)

<http://www.in.gov/mlkihc/2368.htm>

**Moose Lodge faces discrimination complaint** (February 12, 2014, Lebanon Reporter)

<http://www.reporter.net/local/x1196431600/Moose-Lodge-faces-discrimination-complaint>

**Disability Update announced for March 14<sup>th</sup> in Bloomington** (February 10, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2766.htm>

**IU Health accused of discrimination against a former employee** (February 6, 2014, WISH-TV 8)

[http://wishtv.com/2014/02/06/iu-health-accused-of-discriminating-against-former-employee/?utm\\_source=feedburner&utm\\_medium=feed&utm\\_campaign=Feed%3A+WISHTV\\_News+\(WISHTV.com+%7C+Indianapolis%2C+IN+-+News\)](http://wishtv.com/2014/02/06/iu-health-accused-of-discriminating-against-former-employee/?utm_source=feedburner&utm_medium=feed&utm_campaign=Feed%3A+WISHTV_News+(WISHTV.com+%7C+Indianapolis%2C+IN+-+News))

**EEOC releases FY 2013 enforcement and litigation data** (February 5, 2014, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/2-5-14.cfm>

**Indiana Commission for Women to hold 10<sup>th</sup> Anniversary Torchbearer Awards Program March 5<sup>th</sup>** (February 4, 2014, ICW Newsroom)

<http://www.in.gov/icw/2526.htm>

**JPMorgan Chase will pay \$1.45 million to resolve EEOC discrimination lawsuit** (February 3, 2014, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/2-3-14.cfm>

**Garrett follows father's footsteps, strives to make Shelby County a 'place to raise a family'** (February 3, 2014, Shelbynews.com)

<http://www.shelbynews.com/articles/2014/02/03/news/doc52eea9ebcc593831235933.txt>